

PROPOSED REMARKS  
BY  
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FOR  
VIDEO PRESENTATION TO NEW EMPLOYEES

I'D LIKE TO WELCOME YOU TO THE CENTRAL INTELLIGENCE AGENCY. I KNOW THAT IT WILL TAKE SOME TIME FOR YOU AS NEW MEMBERS OF THIS ORGANIZATION TO FIND OUT HOW WE GO ABOUT DOING OUR JOB AND HOW YOU WILL FIT IN. SO LET ME START THE PROCESS BY TELLING YOU HOW I VIEW THE AGENCY'S MISSION -- AND WHAT YOU WILL NEED TO KEEP IN MIND AS YOU CARRY IT OUT.

OUR MISSION IS TO PROVIDE OUR GOVERNMENT WITH USEFUL, TIMELY, AND OBJECTIVE INTELLIGENCE TO FORMULATE AND CONDUCT FOREIGN POLICY. WE NEED INTELLIGENCE TO VERIFY THE ARMS AGREEMENTS WE HAVE SIGNED; INTELLIGENCE TO STOP DRUG TRAFFIC AND PREVENT TERRORIST ATTACKS; AND INTELLIGENCE TO UNDERSTAND THE CAPABILITIES AND INTENTIONS OF OUR ADVERSARIES. THE CIA IS RESPONSIBLE FOR PROVIDING THAT INTELLIGENCE. WE ARE ALSO RESPONSIBLE FOR CARRYING OUT COVERT ACTIVITIES AUTHORIZED BY THE PRESIDENT -- ACTIVITIES THAT ARE

INDISPENSABLE TO A NATION WITH OBLIGATIONS AS THE LEADER OF THE FREE WORLD.

THE COUNTRY EXPECTS A GREAT DEAL OF US. SOME OF US, TO CARRY OUT OUR WORK, MUST LIVE IN REMOTE AND DANGEROUS PLACES. OUR FAMILIES ARE OFTEN INCONVENIENCED. WE ARE OFTEN ASKED TO DO DIFFICULT JOBS, WITH NO PUBLIC RECOGNITION WHEN WE SUCCEED.

I HAVE APPROACHED MY JOB AS DIRECTOR OF CENTRAL INTELLIGENCE WITH A DEEPLY HELD BELIEF -- THAT INTELLIGENCE ACTIVITIES VITAL TO THE PROTECTION AND PRESERVATION OF OUR NATIONAL SECURITY MUST BE CONDUCTED OBJECTIVELY, PROFESSIONALLY, AND LAWFULLY, WITH ABSOLUTE FIDELITY TO OUR CONSTITUTION AND TO OUR LAWS. I HAVE WORKED TO ENSURE THAT OUR EMPLOYEES CAN DO THEIR WORK WITH THE FLEXIBILITY THAT THEY NEED, AND WITH THE CLEAREST UNDERSTANDING OF THEIR RESPONSIBILITIES TO THE CIA AND TO THE COUNTRY. THE AMERICAN PEOPLE HAVE PLACED THEIR TRUST IN US, AND INTEGRITY IS VITAL IN OUR WORK.

NOT TOO LONG AGO THE CENTRAL INTELLIGENCE AGENCY CELEBRATED ITS 40TH ANNIVERSARY. DURING THOSE 40 YEARS WE HAVE GROWN FROM A SMALL,

COHESIVE GROUP OF PROFESSIONALS WITH SIMILAR BACKGROUNDS TO A COMPLEX ORGANIZATION DIVIDED INTO FOUR LARGE DIRECTORATES. THERE IS A NEED FOR UNITY OF PURPOSE IN AN ORGANIZATION LIKE THIS, AND FOR AN UNDERSTANDING OF ONE ANOTHER'S MISSIONS. I CHALLENGE YOU TO THINK OF YOURSELVES AS BEING PART OF ONE AGENCY, NOT AS PART OF A SPECIALIZED GUILD. DEMANDS ON THIS AGENCY WILL INCREASE, AND WITH THEM THE NEED FOR GREATER TEAMWORK. I WILL DEPEND ON YOU, AND ON OTHERS LIKE YOU, TO MEET THIS SPECIAL CHALLENGE IN THE YEARS AHEAD.

AT CIA, YOU WILL BE CHALLENGED, GIVEN A CHANCE TO GROW, AND REWARDED FOR GOOD PERFORMANCE. THERE IS A STRONG SENSE OF PRIDE HERE. IN THE WORDS OF THE AGENCY'S CREDO: "WE GIVE UNFAILING LOYALTY TO EACH OTHER AND TO OUR COMMON PURPOSE."

I KNOW THAT YOU ARE EAGER TO GET STARTED. YOU ARE JOINING A UNIQUE ORGANIZATION WITH AN EXTRAORDINARY MISSION. AND YOU ARE STARTING A CAREER THAT MANY OUTSIDE CIA WOULD ENVY. I'M HAPPY TO HAVE YOU WITH US.